

Date: 4/23/2019

TO: Steven Fulop
Mark Bunbury
John Minella
Allison Solowski
Brian Platt

From: Jeffery Dublin

Re: Ongoing Issues with DPW Director

This memo is to outline and document a culture of aggression, intimidation, unprofessionalism and chaos at the Department of Public Works that commenced upon the appointment of Patrick G Stamato and continues to persist. This behavior has continued to undermine the leadership of this Department which ultimately affects staff across the Department and our day-to-day operations. The following is a compilation of numerous incidences that have occurred throughout his time as Director which demonstrates these claims but is in no way exhaustive.

- DNI Director [REDACTED] was called to the Director's Office while I was present to discuss general operations within his division. The discussion quickly escalated into one of extreme aggression and physical threats. The Director stood up and proceeded to head-butt Director [REDACTED] calling him a "fucking punk" and attempted to provoke Director [REDACTED] to respond physically. The incident was broken up by me and I instructed Director [REDACTED] to lodge a complaint with HR. He spoke directly to HR Director Mark Bunbury. To my knowledge no further action was taken on this matter.
- During a DPW Division Director's meeting, Director Pat Stamato crumpled up a piece of paper and threw it at Director [REDACTED]'s head because he misunderstood why Director [REDACTED] was on his phone; he was on his phone to take notes. This was an extremely humiliating moment for Director [REDACTED] and very disruptive to the productivity of the meeting. It ultimately produces a culture of unease.

- On another occasion, the Director and I were having lunch along with Director [REDACTED]. A call came in regarding an alleged illegal pick-up of garbage by one of our DPW Sanitation workers. We discussed that we would sit with the employee in questions along with the appropriate Union Representative. Once back on complex, I contacted the Union Rep and brought him to Director Stamato's office. The Director told me he did not need me in the room for this meeting. When I explained that my role is to oversee all operations as it pertains to the Division of Sanitation, he slammed his hand on the table, put his face uncomfortably close to mine and demanded I leave the office, saying "get out!". This was done in the presence of the union rep, Director [REDACTED] and the individual in question. This is an example of his consistent attempts to undermine the leadership of this department and makes unilateral and questionable decisions.
- Director [REDACTED] was in a main hallway on the third floor when the Director exited his office, proceeded to approach Director [REDACTED] yelling and screaming "come now, right now" in a demeaning and angry fashion with no provocation in the presence of numerous members of the third floor staff. This perpetuates a culture of unease.
- [REDACTED] brought up an employee to the third floor who was seeking an early dismissal. Because [REDACTED] was not authorized to dismiss this employee, he was seeking permission from his Divisional Director [REDACTED]. Pat exited his office and commenced yelling and berating Mr. [REDACTED] publically. Upon a second incident in the automotive garage, Mr. [REDACTED] proceeded to follow up with a previous discussion he had with the Director. A disagreement occurred and the Director exited his vehicle, approached Mr. [REDACTED] and again publicly berated him asking him loudly "are you calling me a liar?" and violated his personal space.
- [REDACTED] ordered a power washer for DNI's graffiti unit upon the Director's request. When the power washer came in, the Director called [REDACTED] questioning this purchases in an aggressive, expletive laden manner and ended the call with "Fuck You". Once [REDACTED] was able to verify that the Director had in fact signed off on this purchase, the Director failed to apologize nor acknowledge his error. This is one of many examples where the Director fails to keep track of his directives and responds with aggression when provided factual information.

- After a snow incident, the Director walked into [REDACTED]'s office and in a degrading and aggressive manner, yelled at [REDACTED] and demanded that he go to OEM where there was essentially nothing for him to do. His acts of aggression are random and often ungrounded in sound operational decisions.
- The Director was in the middle of berating a female employee in his office. I entered to defend the staff member and requested that he lower his voice and curb the aggression he continually displays to staff department-wide. He once again got up from his chair, invaded my personal space and was contrary and argumentative. The staff member returned to her work space clearly rattled and upset.
- The Director drove into the automotive garage leaving his city vehicle parked in the middle of the garage. When the staff requested that he move his vehicle, he proceeded to tell them that he "is the fucking Director and park where I want". He threw his keys at them and told them if they wanted the car moved, they can move it themselves. On a separate occasion, he pulled into the garage. There was a wood chipper in the way of his space, he aggressively threw the chipper into the middle of the garage. This keeps all staff members on edge.
- The Director requested that [REDACTED] have two of DPW's packers painted with art. He called her on the phone requesting that the artist start earlier than she was able to have the vendor encumbered and an account identified where the vendor would be paid from. When she explained that our fiscal officer was away and she could not have any work start without an encumbered vendor he told her he didn't care, he wanted them to start the next day. She reiterated government rules, he continued to yell and then hung up on her, stating "Forget it, I don't need anything from you". He later approached her in someone else's office and continued to pressure her to have the work commenced. When she continued to assert the rules he stated "thank god I am not married to you". This was said in the presence of a number of male staff members. This is an example of his lack of understanding about government rules and or an unwillingness to learn them. This is also another example of the aggression that always results when staff do not follow his directives despite them being illegal.

- The Director continually makes inappropriate comments about and around female staff. In one incident, he called a female staff member the DPW Pin-up when she walked into a room full of male employees. He continually calls that staff member a "man-eater". In another incident, he told two male employees that [REDACTED] was "on the hunt" in response to her wearing lipstick. He continually called [REDACTED] "Natasha" as a reference to a stripper name. After former DPW employee [REDACTED] left his office after he first meet her, he stated "wow, she is hot" in the presence of [REDACTED]. He also told [REDACTED] that she needed to "cut that woman shit out" numerous times upon her mentioning a lack of female equality at the Department.
- The Director fabricated a story in which Director [REDACTED] and myself where caught on camera removing a dusting of snow from a Liberty Self Storage location which happens to be the property of my Father-in-Law. Director [REDACTED] was in South Carolina at the time of the alleged incident. I was in the snow room at the time of the alleged incident.
- The Director also openly tells staff that Director [REDACTED] and I are subjects of a federal investigation and that Director [REDACTED] is also an informant for the FBI.
- Upon the Mayor's Office request to have all Director's names removed from department giveaways, Director Stamato called [REDACTED] screaming and cursing telling her he did not "give a shit" if his named was on these items and then hung up on her. He treated the incident as if this was [REDACTED]'s policy and not a city wide policy.
- As recently as last Thursday, I was speaking with Director [REDACTED] when two employees from DNI came in looking for paychecks. We were unable to get in contact with [REDACTED], so I went to Director Stamato's office and noticed that [REDACTED] was sitting in his office. I proceeded to ask [REDACTED] if he had the checks in question. The Director stated with aggression "I am not going for this, take a seat". He was referencing the recent memo I sent to HR reiterating [REDACTED]'s set work schedule. The Director became aggressive so I proceeded to walked down the hallway where the Director followed me in an attempt to provoke me into a physical confrontation. I went to [REDACTED]'s office where the Director continued to follow me with threats of physical violence. The Director put his hands behind his back and yelled in my face through his teeth and

said "I wish I wasn't the Fucking Director" intimating that if he wasn't, he would be physical with me.

- When DPW entered into the shared services agreement with the BOE for garbage pick-up, the Director was told by myself and Director [REDACTED] that Regional Industries would be able to expand their services to the schools at no additional increase to our existing contract and we would not need to purchase any additional equipment. Despite that, the Director purchased two front loader packers for a cost of approximately \$575,000 as well as 80 containers at a cost of approximately \$55,000. He then had the containers painted orange for a further cost because that is his favorite color. He had mentioned in the past, that he had done business with the company he purchased the trucks and containers from. This is one example of many, when the Director has displayed questionable judgement as it pertains to DPW expenditures and contracts, and does so with little to no communication with his leadership.
- We had a contract with Atlantic Coast Fiber to accept our cardboard, paper and comingled recyclables. I was contacted by our DPW Sanitation Roll-Off supervisor that Atlantic Coast Fiber was turning our trucks away. I then called Regional Industries to ask where they were taking our recyclables, they informed us that the Director told Regional to stop sending our recyclables to Atlantic Coast Fiber and instead take them to Waste Management in Newark. This was done without informing me or Director [REDACTED] about the changes. When I approached the Director about the changes and asked if he sought legal counsel, he seemed disinterested in seeking their advice and failed to provide a robust reason. This is another example of his questionable, unilateral decisions made with little to no transparency.
- Upon [REDACTED]'s transfer to the Department, the Director continually insisted that all of his Division Director's report to her. Upon her first day, she proceeded to question all division director's about their job responsibilities and issues they may have and made continued demands to use their vehicles. She has not kept to regular work hours and spends an inordinate amount of time in the Director's office or out in the field unaccounted for. She continually pulls laborers from other Divisions to drive her around and run errands for her despite constant labor shortages Department-wide.

- During numerous instances with many employees called for meetings in his office, the Director continually takes calls that pertain to his role as Condo One President at Port Liberty. These calls can last up to 25 minutes while staff wait for him. He has made numerous demands to have salt spread at Port Liberty, and has sent cleanup crews, run sweeper trucks through, and had trees planted at Port Liberty. On a number of occasions, he has hosted Port Liberty meetings in the third floor conference room in the DPW complex. Port Liberty is a private, gated community that should not be receiving city services.
- As an addendum to this memo, I have also attached a 7 page account of complaints compiled by [REDACTED] who was formerly in a position to work closest with the Director and further displays his forgetful, aggressive, and often cruel behavior.

Once again, this is not an exhaustive compilation of the Director's unprofessional and unstable behavior, and many of these incidents, and more, have already been reported to HR. However, to date, no disciplinary actions have been made, leading to a culture of chaos and instability, and lending the Director an impression of invincibility which continues to fuel his erratic, disruptive and aggressive behavior. Beyond direct aggression, the Director displays childish, bizarre and distracted behavior and continues to demonstrate a lack of focus and coherence in meetings on matters both large and small. Moreover, he has never tried to build moral, and actively refuses to dismiss non-essential employees on the eve of government holidays, making this announcement through threatening department-wide emails. He fabricates stories about leadership and attempts to pit staff members against each other. He breaks professional protocols at every turn, and interferes with personnel issues within all of the DPW's Divisions without consulting his leadership. He continues to run a City Department like his own private company and operates with no boundaries which has ultimately left us in a unhealthy and leaderless environment that wears on all of our staff, particularly our leadership.

In my thirty year career in the city of Jersey City I have worked successfully with a range of leaders and Directors, such as Oren Dabney, Betty Outlaw, John Minella, Mark Redfield, and Greg Kierce, and have never experienced such a level of disorder and disrespect. In closing, I am requesting that a thorough and robust investigation into these allegations occur and ask that appropriate action be taken.